

enCulture. is a consulting firm focusing on Inclusion and Equity, catering to a broad range of clients from community members to stakeholders in various industries, including the resources and energy sectors. We provide education and strategic advice to all the participants in our society to promote social inclusion and equitable relationships for a progressive and sustainable outcome.

Strategic consulting		Expert Training			
<p><b>Inclusion and Equity start within the organisation...</b></p> <ul style="list-style-type: none"> <li>➤ Recruitment and Human Resources</li> <li>➤ Policies</li> <li>➤ Accessibility</li> <li>➤ Inclusion and Diversity goals &amp; targets</li> <li>➤ Cross-identity based (culture, race, sexuality, disability) conflict resolution</li> </ul>	<p><b>...We also provide strategic advice on your products, services, or events...</b></p> <ul style="list-style-type: none"> <li>➤ Inclusive Marketing</li> <li>➤ Community engagement</li> <li>➤ Sustainable Development</li> <li>➤ Crisis Management</li> </ul>	<p><b>Level 1: Diagnosis &amp; Recommendations</b></p> <p>Our engagement is designed around your needs and preferences, and we work with established and new frameworks to provide a focused and actionable set of recommendations</p>	<p><b>Power &amp; Privilege Basics</b></p> <ul style="list-style-type: none"> <li>➤ Workshops and webinars</li> <li>➤ Education on the different aspects of power and privileges that exist in the society</li> <li>➤ Perfect for parents, community workers, business owners, community leaders and aspiring allies</li> <li>➤ Available workshops for teenagers by qualified Children and Youth Worker</li> </ul>	<p><b>Diversity Understanding</b></p> <ul style="list-style-type: none"> <li>➤ Workshops and webinars</li> <li>➤ Education on the diverse makeup of our society</li> <li>➤ Perfect for volunteers, parents, community workers, business owners, community leaders and aspiring allies</li> <li>➤ Available workshops for teenagers by qualified Children and Youth Worker</li> </ul>	<p><b>Inclusive Engagement</b></p> <ul style="list-style-type: none"> <li>➤ Workshops and webinars</li> <li>➤ Education on inclusive communications and activities, centering disadvantaged &amp; under-represented communities</li> <li>➤ project managers, event organisers, community leaders, business owners and management teams</li> <li>➤ Available workshops for teenagers by qualified Children and Youth Worker</li> </ul>
<p><b>...Delivering strong impact...</b></p> <ul style="list-style-type: none"> <li>✓ Staff cohesion</li> <li>✓ Productivity</li> <li>✓ Engagement</li> <li>✓ Social health</li> <li>✓ Service delivery</li> <li>✓ Staff retention</li> </ul>	<p><b>...so your organisation reach its full potential.</b></p> <ul style="list-style-type: none"> <li>✓ Profitability</li> <li>✓ Reach / Market Share</li> <li>✓ Customer base</li> <li>✓ Reputation</li> <li>✓ Social Responsibility</li> </ul>	<p><b>Level 2: Implementations and review</b></p> <p>We can help you with the implementation of our recommendations. We strive to provide sustainable changes, with regular reviews.</p>	<p><b>Learning outcomes: understanding of</b></p> <ul style="list-style-type: none"> <li>✓ Oppression based on race, gender, sexuality, disability, class, education level, citizenship status, countries</li> <li>✓ Prejudice vs Oppression</li> <li>✓ Intersectionality</li> <li>✓ Power &amp; Privilege within relationships</li> <li>✓ Power &amp; Privilege within progressive organisations</li> </ul>	<p><b>Learning outcomes: understanding of</b></p> <ul style="list-style-type: none"> <li>✓ Race vs Culture vs Ethnicity</li> <li>✓ Islam: Religion vs Culture</li> <li>✓ Gender and Sexuality</li> <li>✓ Disability: Visible and invisible</li> <li>✓ Stereotypes: Perpetuation and Impact</li> <li>✓ Multiculturalism vs Integration</li> <li>✓ The refugee experiences</li> </ul>	<p><b>Learning outcomes: understanding of</b></p> <ul style="list-style-type: none"> <li>✓ Equity vs Equality</li> <li>✓ Accessible activities</li> <li>✓ Risk management through Inclusive communications</li> <li>✓ Diverse staffing: Tokenism vs social capital</li> <li>✓ 'Othering' and Privilege.</li> <li>✓ Cross identity-based conflict resolution techniques</li> </ul>

**Africa-Australia Relations**

Besides our work in Australia, enCulture. is involved with others to implement equitable Trade & Investment relationships between Africa and Australia. In particular, we think the mining industry of the 21st century should act primarily as a catalyst for sustainable development. As Project Adviser we use our expertise and networks to act as intermediate between stakeholders and we facilitate the implementation of equitable objectives for Win-Win scenarios. We work across the entire African continent, including French speaking regions.

**Our approach**

enCulture. works with expert collaborators whenever necessary. They all have their own expertise, background and network to the benefit of our clients worldwide. That diversity and complementarity allow us to solve any problem with the right tools and the right approach to maximise our impact.

*"Organisations worldwide face a growing risk linked to cultural insensitivity and exclusion – enCulture. reduces or eliminates that risk, and give you the tools to foster inclusivity and equity to your advantage for the benefit of all."*

**Contact us today**

Get enCultured!

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Find out more on our website [www.enculture.com.au](http://www.enculture.com.au)

Also on

  



**EDUCATION**

To achieve progress we need to develop everyone's knowledge on concepts such as exclusion, oppression, privileges, intersectionality, among others. Our training packages are designed to bring you up-to-date information on all those important issues.



**STRATEGY**

Our consulting services will help you build and implement informed strategies that will set you apart. Grow your organisation though inclusivity from within and reap the benefits of sustainable growth.



**PROGRESS**

Let's work together to reach

- Social Cohesion
- Inclusive Growth
- Equality through Equity